



In gratitude to our dedicated employees, NMDOT is excited to present:

THE NMDOT LONGEVITY PAY PROGRAM!

The NMDOT is launching the Longevity Pay Program as a way to recognize and thank our employees for their continuous years of service with the NMDOT! The program will be implemented in December 2023.

On December 15, 2023 (the payday immediately following the first pay period end in December 2023), the NMDOT will make the applicable Longevity Payment indicated in the table below to eligible employees:

Longevity Payment	Years of Continuous Service Completed in Calendar Year 2023
\$250.00	2-4
\$500.00	5-9
\$750.00	10-14
\$1000.00	15-19
\$1250.00	20-24
\$1500.00	25-29
\$1750.00	30-34
\$2000.00	35-39
\$2250.00	40-44
\$2500.00	45-49
\$3000.00	50-50+

Eligibility:

- All Classified NMDOT employees are eligible for the applicable Longevity Payments set out in the table above, provided that:
 - The employee is a current NMDOT employee at the time of the Longevity Payment in the relevant year; and
 - The employee has not received a Notice of Final Action (NFA) of Dismissal or Notice of Final Separation (NFS) prior to the time of the Longevity Payment in any given year.
 - Any employee who receives an NFA of Dismissal or an NFS prior to the time of the Longevity Payment will not be eligible for the Longevity Payment even if the effective date of the dismissal or separation is subsequent to the time of the Longevity Payment.
- GovEx NMDOT employees are not eligible.

Payment:

- Longevity Payments will be paid as part of an eligible employee’s regular paycheck on the payday immediately following the first pay period end in December of the relevant year and will be taxable income. Longevity Payments will not be part of an employee’s base salary and will not be pensionable.

For purposes of the NMDOT Longevity Pay Program:

- “Continuous service” means an Employee’s length of service at the NMDOT, from the most recent date of hire at NMDOT to the present, with no break in employment. For example, and without limitation, continuous service includes:
 - The probationary period served by an Employee at the NMDOT prior to achieving career status at the NMDOT (provided there has been no break in employment);
 - A temporary appointment served by an Employee at the NMDOT prior to obtaining a permanent position at the NMDOT (provided there has been no break in employment).
- “Break in employment” means a period of time of at least one workday of not being in the classified service.
 - For example, and without limitation, a break in service on consecutive workdays for the sole purpose of an Employee transitioning from a temporary appointment to a permanent appointment does not constitute a break in employment.

It is Management’s intention to keep the Longevity Pay Program going as long as it is in the best interests of the NMDOT and sufficient resources can continue to be made available for this purpose.

2024 (and Subsequent Years):

Moving forward, on the payday immediately following the first pay period end in December 2024 and each December of subsequent years, the NMDOT will make the applicable Longevity Payment indicated in the table below to eligible employees.

Longevity Payment	Years of Continuous Service Completed
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	in Calendar Year 2024 or Subsequent Calendar Year
\$250.00	2
\$500.00	5
\$750.00	10
\$1000.00	15
\$1250.00	20
\$1500.00	25
\$1750.00	30
\$2000.00	35
\$2250.00	40
\$2500.00	45
\$3000.00	50, 55, 60, etc.

***Thank You to All Our Employees for Their
Commitment to the NMDOT!***

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NMDOT
Mobility for everyone